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Contract Database Metadata Elements

Title: **Albany City School District and Albany Public School United Employees (2007) (MOA)**

Employer Name: **Albany City School District**

Union: **Albany Public School United Employees**

Effective Date: **07/01/07**

Expiration Date: **06/30/08**

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MEMORANDUM OF AGREEMENT

BETWEEN

THE CITY SCHOOL DISTRICT OF ALBANY

AND THE

ALBANY PUBLIC SCHOOL UNITED EMPLOYEES

7/1/07 - 6/30/08

The Superintendent and Board of Education of the City School District of Albany ("District") and the Albany Public School United Employees ("APSUE") hereby enter into the following Memorandum of Agreement to amend the 2003-2007 Collective Bargaining Agreement ("Agreement") between the parties. The terms of this Memorandum shall amend the prior Collective Bargaining Agreement and shall be incorporated into a new agreement from July 1, 2007 through and including June 30, 2008. Any articles, sections or portions of the 2003-2007 Agreement not discussed herein shall continue and be incorporated into the successor Collective Bargaining Agreement. The parties understand and agree that the terms of this memorandum of agreement shall not be effective unless and until they are approved by the Board of Education of the District and ratified by the members of APSUE.

1. Compensation (Article 17). Amend salary schedules to reflect percentage increases to the salary schedules of 3.5% in 2007-08 (See the attached salary schedules). Increase all other hourly salaries throughout agreement (not listed in the salary schedule) by 3.5% in 2007-08. Only members employed by the District at the time this MOA is approved by the Board of Education or who retired between July 1, 2007 and the date the Board of Education approves this MOA shall be entitled to retroactive pay. This paragraph is retroactive and retroactive pay shall be on base pay

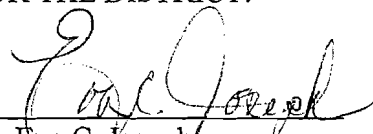
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and, for hourly employees, on straight-time hours, and on stipends and differentials. The District will make the retroactive payment to members by separate check.

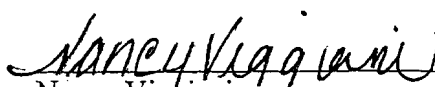
Dated: September 19, 2007

FOR THE DISTRICT:



Dr. Eva C. Joseph
Superintendent of Schools

FOR THE ASSOCIATION:



Nancy Viggiani
President

2007-08 Salary Schedule

	1.035	Fd Service Helper New Hire 5.5 hrs	Fd Service Helper New Hire 4 hrs	Fd Service Helper GF 5.5 hrs	Fd Service Helper GF 4 hrs	Fd Service Helper New Hire Satellite Schools 5.5 hrs	Fd Service Helper New Hire Satellite Schools 4 hrs	Fd Service Helper GF Satellite Schools 5.5 hrs	Fd Service Helper GF Satellite Schools 4 hrs	Cook	Cook Manager	Sch Lunch Manager
Part-time Hourly		10.28	10.28	10.28	10.28	10.28	10.28	10.28	10.28			
Step												
1	Annual	11,305.31	8,222.04	14,037.71	10,209.24	12,443.81	9,050.04	15,438.06	11,227.68	13,627.85	20,265.30	29,043.14
2	Annual	11,533.01	8,387.64	14,310.95	10,407.96	12,694.28	9,232.20	15,745.46	11,451.24	13,901.09	20,675.16	29,623.77
3	Annual	11,760.71	8,553.24	14,595.57	10,614.96	12,944.75	9,414.36	16,064.24	11,683.08	14,174.33	21,085.02	30,215.79
4	Annual	11,999.79	8,727.12	14,891.58	10,830.24	13,206.60	9,604.80	16,383.02	11,914.92	14,458.95	21,506.27	30,819.20
5	Annual	12,238.88	8,901.00	15,187.59	11,045.52	13,468.46	9,795.24	16,713.18	12,155.04	14,743.58	21,927.51	31,433.99
6	Annual	12,489.35	9,083.16	15,494.99	11,269.08	13,741.70	9,993.96	17,043.35	12,395.16	15,039.59	22,371.53	32,060.16
7	Annual	12,739.82	9,265.32	15,802.38	11,492.64	14,014.94	10,192.68	17,384.90	12,643.56	15,346.98	22,815.54	32,697.72
8	Annual	12,990.29	9,447.48	16,121.16	11,724.48	14,299.56	10,399.68	17,737.83	12,900.24	15,654.38	23,270.94	33,358.05
9	Annual	13,252.14	9,637.92	16,439.94	11,956.32	14,584.19	10,606.68	18,090.77	13,156.92	15,961.77	23,737.73	34,018.38
10	Annual	13,514.00	9,828.36	17,020.58	12,378.60	14,868.81	10,813.68	18,728.33	13,620.60	16,280.55	24,215.90	34,701.48
10GFS	Annual	0	0	0	0	0	0	0	0	17,863.07	31,331.06	0
10GFT	Annual	0	0	0	0	0	0	0	0	17,863.07	34,337.16	46,393.88

2007-08 Salary Schedule

	Fd Service Truck Driver	Hall Monitor	Home Sch Coord	Locker Rm Attendant	Clerk 10 month	Clerk 12 month	Receptionist	Typist 10mth	Typist 10mth	Typist 12mth	
								hired after 11/18/04	GF Schedule	hired after 11/18/04	
								Stores Clerk 10 mth new hires	Stores Clerk 10 mth GF Schedule	Stores Clerk 12 mth new hires	
Part-time Hourly	12.26	15.73									
Step											
1	Annual	20,372.94	27,168.75	51,538.03	13,360.82	19,706.40	23,647.68	24,343.20	22,430.52	27,168.75	26,916.62
2	Annual	20,778.66	27,719.37	52,563.92	13,629.92	20,112.12	24,134.54	24,830.06	22,879.71	27,719.37	27,455.65
3	Annual	21,198.87	28,269.99	53,624.59	13,899.02	20,503.35	24,604.02	25,334.32	23,343.39	28,269.99	28,012.07
4	Annual	21,619.08	28,835.10	54,685.26	14,181.57	20,923.56	25,108.27	25,838.57	23,807.07	28,835.10	28,568.48
5	Annual	22,053.78	29,414.70	55,780.70	14,464.13	21,343.77	25,612.52	26,360.21	24,285.24	29,414.70	29,142.29
6	Annual	22,488.48	29,994.30	56,893.54	14,760.14	21,763.98	26,116.78	26,881.85	24,777.90	29,994.30	29,733.48
7	Annual	22,937.67	30,602.88	58,041.14	15,056.15	22,198.68	26,638.42	27,420.88	25,270.56	30,602.88	30,324.67
8	Annual	23,401.35	31,211.46	59,206.14	15,352.16	22,647.87	27,177.44	27,959.90	25,777.71	31,211.46	30,933.25
9	Annual	23,865.03	31,834.53	60,388.52	15,661.62	23,097.06	27,716.47	28,533.71	26,284.86	31,834.53	31,541.83
10	Annual	24,589.53	32,950.26	62,196.88	15,971.09	23,560.74	28,272.89	29,090.12	26,820.99	32,950.26	32,185.19
10GFS	Annual	0	0	0	17,649.19	0	0	38,859.05	0	0	0
10GFT	Annual	0	0	0	19,052.28	0	0	39,522.92	0	0	0

2007-08 Salary Schedule

	Typist 12mth GF Schedule	Stenographer 10 month	Stenographer 12 month	Account Clerk	Payroll Acct Clerk	Sr. Acct Clerk	Principal Acct Clerk	Office Manager	Teach Aide hired before 4/29/93	
	Stores Clerk 12 mth GF Schedule			Hlth Ins Technician						
Step										
1	Annual	32,602.50	24,169.32	29,003.18	32,202.58	33,332.80	38,444.87	49,406.76	36,375.70	0
2	Annual	33,263.24	24,647.49	29,576.99	32,845.93	33,993.54	39,209.94	50,397.05	37,088.60	0
3	Annual	33,923.99	25,140.15	30,168.18	33,489.29	34,671.67	39,992.40	51,408.86	37,836.29	0
4	Annual	34,602.12	25,647.30	30,776.76	34,167.42	35,367.19	40,792.25	52,442.21	38,601.36	0
5	Annual	35,297.64	26,154.45	31,385.34	34,845.55	36,080.10	41,609.48	53,475.55	39,366.43	0
6	Annual	35,993.16	26,690.58	32,028.70	35,541.07	36,793.01	42,444.11	54,551.95	40,148.89	0
7	Annual	36,723.46	27,212.22	32,654.66	36,253.98	37,540.69	43,296.12	55,649.88	40,948.74	0
8	Annual	37,453.75	27,762.84	33,315.41	36,984.28	38,288.38	44,165.52	56,747.81	41,783.36	0
9	Annual	38,201.44	28,313.46	33,976.15	37,714.57	39,053.45	45,052.31	57,888.79	42,617.99	0
10	Annual	39,540.31	28,878.57	34,654.28	38,479.64	39,835.91	45,939.10	59,051.30	43,470.00	36,614.16
10GFS	Annual	0	0	0	0	45,119.77	0	0	0	0
10GFT	Annual	0	34,399.26	0	43,765.60	45,208.80	50,581.69	0	44,530.67	0

2007-08 Salary Schedule

		Teach Aide hired 4/29/93-6/30/96	Teach Aide hired 7/1/96-7/1/02	Teach Aide hired after 7/1/02	Health Care Aides	Teaching Assistant	Laundry Worker	Cleaner 8hr - 10mth	Cleaner 4 hr	Cleaner 8hr - 12mth
Step										
1	Annual	0	0	18,847.35	18,141.48	24,808.95	13,347.36	26,181.36	15,837.98	31,675.97
2	Annual	0	0	19,219.95	18,503.73	25,305.75	13,616.46	26,694.72	16,155.94	32,311.87
3	Annual	0	0	19,608.08	18,880.47	25,802.55	13,885.56	27,241.20	16,473.89	32,947.78
4	Annual	0	0	20,011.73	19,257.21	26,314.88	14,168.12	27,787.68	16,801.78	33,603.55
5	Annual	0	0	20,399.85	19,633.95	26,842.73	14,450.67	28,334.16	17,139.60	34,279.20
6	Annual	0	0	20,819.03	20,025.18	27,386.10	14,733.23	28,913.76	17,487.36	34,974.72
7	Annual	0	0	21,222.68	20,430.90	27,929.48	15,029.24	29,493.36	17,835.12	35,670.24
8	Annual	31,211.46	31,202.15	21,657.38	20,836.62	28,488.38	15,338.70	30,089.52	18,192.82	36,385.63
9	Annual	31,832.46	31,834.53	22,092.08	21,256.83	29,062.80	15,634.71	30,685.68	18,550.51	37,101.02
10	Annual	32,937.84	32,937.84	22,852.80	21,677.04	29,637.23	15,957.63	31,762.08	19,206.29	38,412.58
10GFS	Annual	0	0	0	0	0	0	0	0	0
10GFT	Annual	0	0	0	0	0	19,361.75	0	0	0

2007-08 Salary Schedule

		Custodial Worker	Bldg Maint Worker Mtr Vehicle Operator/Cust	Custodian Night Shift	Maintenance Mechanic	Senior Custodian	Head Custodian	Supervising Custodian-AHS
					Custodian	Head Custodian		
					Team Leader	AHS 2nd shift		
					Safety Specialist	Labor Foreman		
					Sr Cust - AHS			
Step								
1	Annual	34,140.10	34,458.05	36,981.79	39,823.49	42,486.34	44,970.34	47,116.51
2	Annual	34,835.62	35,133.70	37,657.44	40,499.14	43,161.98	45,665.86	47,792.16
3	Annual	35,531.14	35,829.22	38,352.96	41,194.66	43,857.50	46,361.38	48,487.68
4	Annual	36,226.66	36,544.61	39,068.35	41,910.05	44,572.90	47,076.77	49,203.07
5	Annual	36,961.92	37,260.00	39,803.62	42,625.44	45,288.29	47,792.16	49,918.46
6	Annual	37,697.18	37,995.26	40,538.88	43,380.58	46,023.55	48,527.42	50,673.60
7	Annual	38,452.32	38,750.40	41,294.02	44,115.84	46,778.69	49,282.56	51,428.74
8	Annual	39,227.33	39,525.41	42,049.15	44,890.85	47,553.70	50,057.57	52,183.87
9	Annual	40,002.34	40,320.29	42,844.03	45,685.73	48,348.58	50,832.58	52,978.75
10	Annual	41,413.25	41,711.33	44,235.07	47,076.77	49,739.62	52,243.49	54,369.79
10GFS	Annual	0	0	0	0	0	0	0
10GFT	Annual	0	0	0	42,486.34	0.00	0	60,391.01

2007-08 Salary Schedule

	AV Aide	AV Technician	Instr Comp Tech	Educ TV Spec	Technology Supp Specialist	Sr. Technology Supp Specialist	Data Base Engineer
Step							
1	Annual	0	0	0	0	0	0
2	Annual	0	0	0	0	0	0
3	Annual	0	0	0	0	0	0
4	Annual	0	0	0	0	0	0
5	Annual	0	0	0	0	0	0
6	Annual	0	0	0	0	0	0
7	Annual	0	0	0	0	0	0
8	Annual	0	0	0	0	0	0
9	Annual	0	0	0	0	0	0
10	Annual	0	37,905.84	48,208.23	32,848.83	56,597.94	65,260.89
10GFS	Annual	37,905.84	38,485.44	0	0	0	0
10GFT	Annual	0	0	0	0	0	0

APSUE Contract Settlement Continuation of 2003-04 - 2005-06 Schedule
 Listing of Grandfathered Salaries

Location	Name	Title	2002-2003				Step Placement if Maintained on Old Step Schedule - Use 2002-2003 Placement as Starting Point					2003-04	2007-08	1.03%				
			Step	Base	Diff	TOTAL	2003-04	2004-05	2005-06	2006-07	2007-08	Settled Step	Settled Step	2003-04	2004-05	2005-06	2006-07	2007-08
												Salary	Salary	Salary	Salary	Salary		
Admin Bldg	DeWitt, Christine	Account Clerk	9	32,390	3,589	35,979	10	10	10	10	10	10GFT	10GFT	38,220.00	39,463.20	40,857.60	42,285.60	43,765.60
ALC	Viggiani, Nancy	Account Clerk	10	33,524	3,589	37,113	10	10	10	10	10	10GFT	10GFT	38,220.00	39,463.20	40,857.60	42,285.60	43,765.60
ASH	Baranski, Angela	Baker (change to Cook)	10	14,433	625	15,058	10	10	10	10	10	10GFT	10GFT	15,510.00	16,016.00	16,577.00	17,259.00	17,863.07
Hackett	Hansen, Marie	Cook	7	13,402	625	14,027	8	9	10	10	10	10GFS	10GFT	14,729.00	15,499.00	16,357.00	17,259.00	17,863.07
Albany High	Popolizio, Filomena	Cook	7	13,402	625	14,027	8	9	10	10	10	10GFS	10GFT	14,729.00	15,499.00	16,357.00	17,259.00	17,863.07
Livingston	Carroll, Joan	Cook Manager	10	29,121		29,121	10	10	10	10	10	10GFT	10GFT	29,986.00	30,965.00	32,054.00	33,176.00	34,337.16
TOAST	Nati, Denise	Cook Manager	1	24,131		24,131	2	3	4	5	6	10GFS	10GFS	25,333.00	26,664.00	28,138.00	29,678.00	31,331.06
Arbor Hill	Pringle, Linda	Cook Manager	10	29,121		29,121	10	10	10	10	10	10GFT	10GFT	29,986.00	30,965.00	32,054.00	33,176.00	34,337.16
ASH	Schultz, Lois	Cook Manager	10	29,121		29,121	10	10	10	10	10	10GFT	10GFT	29,986.00	30,965.00	32,054.00	33,176.00	34,337.16
Albany High	Wood, Pamela	Cook Manager	1	24,131		24,131	2	3	4	5	6	10GFS	10GFS	25,333.00	26,664.00	28,138.00	29,678.00	31,331.06
Maintenance	Tirino, Josephine	Laundress - 10 mth.	10	16,155	270	16,425	10	10	10	10	10	10GFT	10GFT	16,913.00	17,472.00	18,083.00	18,707.00	19,361.75
Maintenance	White, Marie	Laundress - 10 mth.	10	16,155	270	16,425	10	10	10	10	10	10GFT	10GFT	16,913.00	17,472.00	18,083.00	18,707.00	19,361.75
Maintenance	Womack, Dolores	Laundress - 10 mth.	10	16,155	270	16,425	10	10	10	10	10	10GFT	10GFT	16,913.00	17,472.00	18,083.00	18,707.00	19,361.75
Maintenance	Kelly, Kevin	Locker Room	2	13,588		13,588	3	4	5	6	7	10GFS	10GFS	14,261.00	15,015.00	15,847.00	16,718.00	17,649.19
Maintenance	Howard, Vera	Locker Room	10	16,155		16,155	10	10	10	10	10	10GFT	10GFT	16,640.00	17,186.00	17,784.00	18,408.00	19,052.28
Sunshine	Moya, Susan	Office Manager	6	30,522	4,244	34,766	7	8	9	10	10	10GFT	10GFT	36,489.60	38,438.40	40,572.00	43,024.80	44,530.67
Albany High	O'Connell, Susan	Office Manager	10	33,524	4,244	37,768	10	10	10	10	10	10GFT	10GFT	38,908.80	40,168.80	41,563.20	43,024.80	44,530.67
Admin Bldg	Preston, Janice	Payroll Account Clerk	5	29,925	4,820	34,745	6	7	8	9	10	10GFS	10GFS	36,489.60	38,404.80	40,504.80	42,739.20	45,119.77
Admin Bldg	Mulligan, Kathleen	Receptionist	5	29,925		29,925	6	7	8	9	10	10GFS	10GFS	31,416.00	33,079.20	34,893.60	36,808.80	38,859.05
Admin Bldg	Vogel, Joanne	Receptionist	9	32,390	-	32,390	10	10	10	10	10	10GFT	10GFT	34,524.00	35,849.60	36,892.80	38,186.40	39,522.92
Livingston	Cunningham, Frazell	School Lunch Manager	10	29,121	10,224	39,345	10	10	10	10	10	10GFT	10GFT	40,524.00	41,844.00	43,307.00	44,825.00	46,393.88
Albany High	Clark, Jamie	Senior Acct Clerk	10	33,524	9,372	42,896	10	10	10	10	10	10GFT	10GFT	44,184.00	45,812.00	47,208.00	48,871.20	50,581.69
Admin Bldg	Smith, Nancy	Senior Acct Clerk	6	30,522	9,372	39,894	7	8	9	10	10	10GFS	10GFT	41,882.40	44,083.20	46,519.20	48,148.80	50,581.69
TOAST	Kapusnik, Barbara	Stenographer - 10 mth	10	27,940	1,234	29,174	10	10	10	10	10	10GFT	10GFT	30,044.00	31,024.00	32,116.00	33,236.00	34,399.26
Albany High	Pacifici, Massimo	Supv. Custodian	10	35,115	16,098	51,213	10	10	10	10	10	10GFT	10GFT	52,742.40	54,470.40	56,371.20	58,348.80	60,391.01
	Gilleran, John	Sr. Custodian - AHS	1			33,770	1	2	3	4	5	10GFT	10GFT	37,113.60	38,304.00	39,648.00	41,049.60	42,486.34

Stipends Paid to APSUE Employees Not Included into Salary Schedules

		<u>00-01</u>	<u>01-02</u>	<u>02-03</u>	<u>03-04</u>	<u>04-05</u>	<u>05-06</u>	<u>06-07</u>	<u>07-08</u>
DeWitt, Christine	Tax Collector				8,240.00	8,507.80	8,805.57	9,113.77	9,432.75
Duncan, Eileen	Typist	3,000.00	3,090.00	3,182.70	3,278.18	3,384.72	3,503.19	3,625.80	3,752.70
Fisher, Margaret	Typist	666.67	686.67	707.27	728.49	752.16	778.49	805.74	833.94
Hamlin, Gregory	Hall Monitor	7,220.00	7,436.60	7,659.70	7,889.49	8,145.90	8,431.00	8,726.09	9,031.50
Vogel, Joanne	Receptionist	3,326.00	3,425.78	3,528.55	3,634.41	3,752.53	3,883.87	4,019.80	4,160.50
Westervelt, Marilyn	Typist	4,590.00	4,727.70	4,869.53	5,015.62	5,178.62	5,359.88	5,547.47	5,741.63
Williams, David	Hall Monitor	1,621.00	1,669.63	1,719.72	1,771.31	1,828.88	1,892.89	1,959.14	2,027.71